

NEWSLETTER

February 1993

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FACULTY & STAFF ASSOCIATION
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IN THIS ISSUE

From the Editor	Page 1
CIEA Press Release: 1993 Provincial Budget	2
From the President	5
From the First Staff Vice-President	9
From the Second Staff Vice-President	12
Report on Selection Advisory Committees	13
From the Faculty Grievance Chair	13
From Agreement Chair	14
Poem: "We're Never On The List"	16
Part-time TABs	17
Pension Watch	18
P.D. Seminar	18
The Deficit Made Me Do It!	19
Late Breaking FSA Biographies	22
B.C. Federation of Labour News	23
Labour Studies Programme	24
Labour History Conference	24

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FSA NEWSLETTER

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From the Editor . . .

I have an NDP membership card and make PAC contributions. In another life, I managed an election campaign. After the last election, I was ready to boogie.

Shortly thereafter, an NDP mailing cited Vaughn Palmer's endorsement of some government initiatives. Oh, no: were we headed for a Palmer government?

It got worse. Finance Minister Clark tried to out-Socred the Socreds-by whatever name they will be called in their next Coalition. Not another one-term NDP government!

Harcourt embraced the popular myth created by the Coalition and media that Barrett's government had been radically left-wing.

Harcourt ignored Barrett's terrible mistakes: busting strikes in order to court Coalition supporters, expecting previous NDP supporters to vote for him no matter what.

Had Harcourt not noticed that the media will say almost anything during an election campaign in order to defeat the NDP? They created the Liberal alternative based on a few TV minutes. And they have relentlessly applied to Harcourt the stereotype of NDPers: pointy-headed bumlbers.

So, there was my New Year's resolution: cut up my card, cut off my PAC donations, cut up Mikey.

But then the NDP did a few reasonable things, such as the new labour legislation. And the right-wingers reached for full howl, reminding me that even this government was saving us from them.

In January, Mikey went on TV to explain it all for us. Finally, I thought, he's going to bring in a Bennett restraint program. Now I can get out the scissors.

Well, I was disappointed!

Sometimes, Harcourt almost treated voters as if they are intelligent.

He did *not* pull a Barrett and revive Bennett's butchery.

Unlike his Finance Minister, Harcourt acknowledged that there are debts other than monetary, emphasizing the devastating effects severe government cutbacks would have on our health, education, technological and infrastructure development, and hence on our economy. He pointed out that we would have to gut health care services in order to balance the provincial budget.

He noted the key role high interest rates have played in multiplying public debt. (See the article in this *Newsletter*, "The Deficit Made Me Do It!")

But there are still serious problems.

Punningly, he claimed to strike a balance in his budget-but only of far right cries to slash workers and services against moderate liberal calls to maintain something like the *status quo*. He told us those who urge increasing the public debt if necessary hold an unbalanced position.

Despite his claim to be balanced, Harcourt embraced the slashers' metaphors and analogies. Talk of weight reduction and

butchery abounded: tighten our belts, cut the fat, slash waste, diet to fighting trim.

He invoked the deficit bogeyman and misleading, conventional analogy of public to household budgets.

I wish my family's debt was like the public debt. When the government goes into debt, it borrows money from the public to pay to the public. When my family goes into debt, we borrow from someone else in order to pay someone else.

And even if the analogy were appropriate, how many of us owe less than \$2500 per family member-each B.C. resident's share of the provincial debt? Would your family be loathe to borrow \$10,000 in order to ensure meeting its future education, health care, technological, and economic needs?

In addition, a prudent course of action for individual households is not necessarily so for the public household. Of course, each of us would like to be without debt. But would we

advise everyone else not to go into debt, for example, advise our students not to borrow to finance their education? If they followed our advise, what would happen to college employees' and students' future bank accounts?

Finally, has Bennett's 'restraint' merely been replaced by Harcourt's 'balance'? Harcourt claims three per cent increases for health care, education, and social services will increase services, such as paying for all increases in K-12 enrollments. But this will happen only on the backs of public service workers receiving no wage increases (and thus losing--yet again--to inflation) and increasing productivity. (See CIEA press release in this *Newsletter*.)

Like junk cereal, Harcourt's 'balance' promises a bit of nutrition if you add lots of milk. Guess who has to buy the milk.

Mikey, tell them you don't like it any more. Before we do. Snip, snip.

Paul Herman

C-IEA News Release . . .

1993 Budget Will Compound Problems Facing B.C. Colleges and Institutes

January 26, 1993

1993 will be a grim year for B.C. colleges and institutes according to the College Institutes Educators' Association of B.C. C-IEA President, Kathy Conroy, said today that the education being offered in B.C.'s colleges and institutes is underfunded and over-managed and that the advanced education budget allocations announced by Premier Harcourt will not change this.

Conroy said that despite Premier Harcourt's contention that the money given to advanced education for the upcoming year will "fully fund" 119,000 student spaces, government is in fact asking the post-secondary system to add the same number of new spaces as it did last year for about \$10 million less. In its 1992 budget, the provincial government increased operating grants to universities, colleges and institutes by about \$41 million to cover the cost of inflation and to fund an additional 2,800 student spaces--an increase of about 4.3%. In 1993, the system is supposed to add an additional 2,800 student spaces again, but with an increase of about \$30 million--or 3%.

"Our preliminary analysis indicates that the budget as proposed will provide money for new student spaces but will provide little or no funding to cover increases in costs due to inflation. This translates into a real cut in funding of at least 2% or 3%," said Conroy.

Conroy pointed out that given the legacy of underfunding faced by colleges and institutes, a no inflation year will compound problems such as increasing class size, limited student support systems, and out-of-date equipment. She noted that real or after inflation funding per student in the colleges and institutes declined by almost 17% between 1982/83 and 1991/92.

Conroy said that government not only needs to fund advanced education at a realistic level, but steps need to be taken to re-direct funds back into the classroom, the libraries, the counselling and advising centres. "We have seen the ranks of senior and other administration swell in the past ten years relative to those of faculty and staff, but with the system structured as it currently is, budget cuts will primarily hurt students and faculty," said Conroy.

Conroy noted that between 1980 and 1990, the number of senior and other administrators in the colleges and institutes increased by 128%. During the same time, the number of faculty grew by about 37%. The number of students increased by about 50%.

"In 1980, there was approximately one administrator in the colleges and institutes for every 14 faculty members. By 1990, there was one administrator for every 8 faculty members. C-IEA is very concerned that government appears unwilling to deal with the problem of over-management in the system, even though it clearly has an impact on the government's ability to get good value for the educational dollars that it is spending," said Conroy.

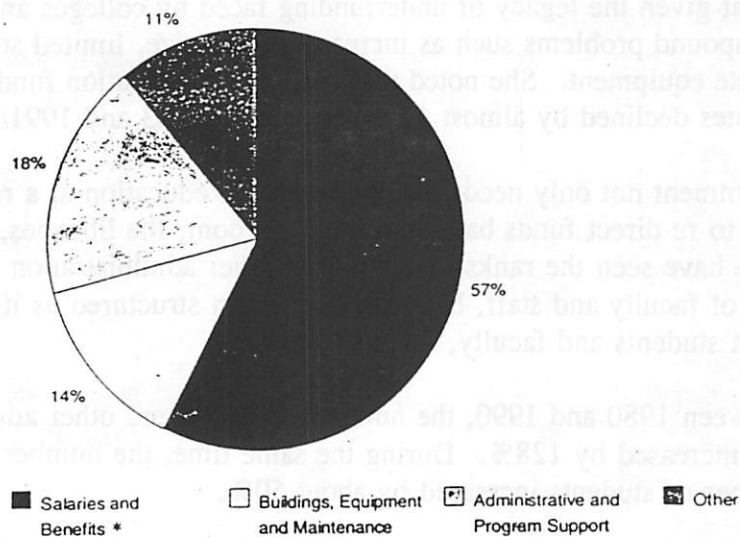
Conroy said that C-IEA will be making representations to government concerning issues of underfunding and the need for some meaningful accountability in the college and institute system.

The following pie graphs are taken from *Key Facts of Post-Secondary Education in British Columbia, Ministry of Advanced Education, Training, and Technology, August 1992:*

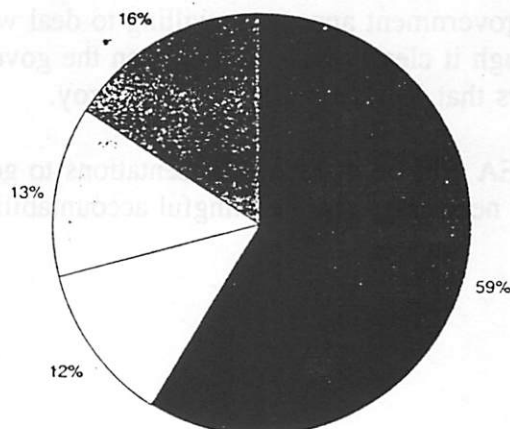
How do colleges and universities spend operating funds?

Total Expenditure by Type, 1991/92 Estimates

Colleges and Institutes



Universities



(*Salaries and Benefits includes all monies directly spent on salaries for administrative, support and academic staff)

From the President . . .

Centralized Bargaining and the Korbin Commission

As most of you know, we voted at our FSA membership meeting in December to resist any attempt to force us to participate in a centralized bargaining structure. Since then, several events have occurred.

In mid-December, two members of the UCFV Board (Wendy Lee and Bill Sharp), two members of management (Dick Bate and Barry Bompas) and two members of the FSA (Cheryl Dahl and Ian McAskill), met with Judith Korbin, and the Korbin Commission

counsel, Peter Burton. We argued against a compulsory bargaining structure. At this meeting, we were invited to make a presentation at the Korbin Commission Conference at the end of February.

At the C-IEA President's Council Meeting in January, I advised the other Presidents what we had done. The fact that we had met with Korbin was met with considerable displeasure. Below is an extract from the draft minutes of this section of the meeting:

"Fraser Valley (Local 7) indicated that they approached Judi Korbin on the compulsion issue and have subsequently been asked to make a presentation. Discussion ensued on the advisability of any one local making a presentation to Korbin, separate to C-IEA's presentation. It was noted that any appearance of a splinter group would be bad not only for C-IEA but also for other CUCI members. It was further noted that this type of action might encourage the idea that C-IEA does not speak for all its members--an idea the government already promotes. It was felt that C-IEA's report should be a consensus report and that C-IEA's position should be hammered out in front of C-IEA, not Korbin."

As the President's Council meeting progressed, we were asked to respond to a draft C-IEA position paper on bargaining. As a result of this discussion, some principles were unanimously adopted by the meeting.

At the Council of Unions in Colleges and Institutes meeting in late January, the principles, slightly amended, were adopted by

all the other unions present--CUPE, VMRU, OCGEU. The notion of co-determination, originally included, was not acceptable to many staff unions, who wish to retain a clear distinction between management and labour. If you feel we cannot live with them, I can take this feedback back to President's Council. The principles follow:

1. Bargaining Structure Models

- a) Each Union shall continue to have the right to determine its own structure and methods of collective bargaining, pursuant to their Constitutions and By-Laws.
- b) Present bargaining unit jurisdictions, levels of rights, benefits, wages and working conditions shall not be altered without the consent of affected Union(s).
- c) Colleges and Institutes shall remain under the Labour Code of B.C.

- i) All clauses on certification and bargaining currently in the Colleges and Institute Act shall be removed.
- ii) Colleges and Institutes shall not be exempted from Provincial Labour Standards legislation.
- d) Co-ordination AND cooperation between different Unions in the Colleges and Institutes shall be voluntary and totally within the jurisdiction of the participatory Unions.

2. Ministry Initiatives

Labour Relations/Personnel Policies and Labour Adjustment Initiatives emanating from the Ministry shall be implemented only after consultation with and agreement of the affected Union(s).

3. Health and Welfare Benefits

We support the establishment of a centralized, co-trusted Health and Welfare Benefits Trust, for the efficient delivery of benefits as determined through Local bargaining.

4. Accountability

- a) Require comprehensive and detailed disclosure of all revenues and expenditures in Advanced Education at all levels. This includes Institutional, Ministerial, and Inter-Governmental levels.
- b) A centralized Labour Relations data collection and dissemination system is needed, which:
 - i) is funded by the Provincial Government,
 - ii) provides Labour Relations information and analysis based on models agreed to by the Union(s).
- c) The high number of excluded/administrative personnel created in recent years needs to be reduced and Instruction and Support Staff empowered to provide a more effective and efficient delivery of post-secondary education at Colleges and Institutes.

The agenda for the Korbin Commission Conference is being arranged by Jack Falk of AECBC (the employer group), Kathy Conroy of C-IEA, and Tom Austin of the Ministry. Preliminary information on that conference agenda suggests that, despite Korbin's invitation, we are not being invited after all (late breaking news: we're OFF the Agenda).

Jack Falk is one of the authors of a recent report from the Labour Relations Task Force of AECBC which recommends a particularly draconian version of centralized bargaining. Under this scheme, virtually all issues would be negotiated at a central table, we would lose the right to strike at the local level, and we would be excluded from coverage under the Labour Relations Act. No unified

position from AECBC has emerged. Our board and management have continued to oppose centralization.

Pay Equity - More Dollars?

The FSA and UCFV, through a joint working group consisting of Pam Mercer, Richard Heyman, Norah Andrew and Barry Bompas, have come up with a proposal to the provincial government to put a few dollars in the hands of the lowest paid people at UCFV. If the government agrees to the plan, staff in Pay Groups 2 to 5 should see a 3.5% increase on top of the scheduled increase in April. On behalf of the FSA, let me express my appreciation for the hard work of this group. They put together an excellent

proposal and if it succeeds, will result in a real benefit for many staff. (Late breaking news: it appears the Ministry has approved the proposal.)

Workload Issues

In response to rapid growth in some areas, new directions, and new building projects, many are finding that what were crisis management jobs last year have become a permanent part of their workloads this year. The change is uneven, and some of us have seen a substantial increase while others have not. If you or your group are having workload problems, tell your FSA representative—a Vice-President, Grievance Chair, Shop Steward. Often these kinds of problems go unnoticed until staff burn out. Don't wait that long!

FSA Joins Mission Site Union Council

Plans are proceeding on the new joint facility in Mission. In case you haven't heard, UCFV, the Municipal District and the School District are planning to share a site, and some buildings, in Mission. There are four unions involved—two locals of CUPE, the Mission Teachers' Union, and the FSA. To resolve potential conflicts, and work out jurisdictional issues, we have created the Mission Site Union Council. Any agreements must be ratified by each member of the Council. Perla Werk will be the FSA liaison to both the Council and the Planning Group, so if you can see problems shaping up for our members which are related to the project, let her know.

CAUT Membership

Faculty, within a few weeks, will become members of the Canadian Association of

University Teachers. C-IEA has worked with CAUT to create a membership category for all C-IEA affiliate community college teachers in BC, at a cost to C-IEA of about \$15,000 a year. Membership has some useful benefits, including legal and conference services, job postings and so on. When membership is formalized, faculty should all receive further information.

Faculty Evaluation

The joint committee on faculty evaluation continues to deliberate on how to evaluate faculty performance. We should soon see a proposal. Your FSA reps on this committee are Kevin Busswood, Ian McAskill, Heather Stewart, and Katherine Perrault. Send them your ideas.

Institutional Governance

Virginia Cooke is putting in long hours, on top of the rather arduous job of chairing UCAC, teaching and developing new curriculum, on the government appointed committee to revamp our governance structures. She has no release time for the job and it has turned out to be very time-consuming (as well as frustrating). Our genuine thanks to her for her commitment to seeing the project through.

Non-recurring Funding Policy Group

Because of changes in federal and provincial funding structures, the UC frequently bids frequently for contracts to provide educational services to groups in the community. Faculty and staff who work on these projects increasingly work sufficient hours to qualify for regular contracts and for all related rights, including bumping rights. A similar phenomenon is beginning to occur in

Continuing Education, where programs normally funded from the base budget have become "cost recovery." UCFV is already receiving a significant portion of its budget from such sources, and the number of jobs which exist as a result of contract or cost recovery money is increasing. In one college in BC, 60% of the budget comes from non-recurring funding.

The Collective Agreement was not designed to deal with these jobs, and several problems are beginning to crop up. We saw one at our last AGM, when people working on a contract with local prisons successfully defended their bumping rights. As a consequence of this defense, the College was hesitant about re-bidding for the same contract, worrying that at some future date, the contract would be lost, and contract faculty would bump in to displace "base budget" faculty. The College did submit a bid, but the issues remain to be resolved.

The issues are very complex, and the FSA really must begin to develop some policies to contend with them. I am pulling together a group of people to study the question and draft some policy for the consideration of the executive and membership. To ensure that all the people who might be affected have a voice in developing policy, I am seeking out reps from particular groups--base budget academic faculty, CE programmers, cost-recovery faculty, vocational faculty, contract staff, career faculty with positions or departments funded through non-recurring funding. If you think you might be affected and feel you should have a voice, please call me.

Call for Nominations--Pension Liaison Officer

C-IEA has suggested that we appoint a pension liaison officer to serve a four-year term, and create a link between the people here and the C-IEA Pension Committee. Anyone interested?

New Faculty and Staff

I've heard from a few new people lately who are finding their colleagues less than helpful and supportive, or who are mystified by some process. The problem is worst in areas where there are new demands on longer term employees, so no one is taking the time to help new people get established. I don't think the problem is widespread. Consider how it is for new people, though. They are teaching new courses or learning new jobs, with new people, and in an institution which is changing so fast that established lines of communication, processes and procedures are all strained. Give them a hand if you can. The expense claim forms defeat the best of us, to say nothing of the delicate politics of arranging office furniture.

Date of AGM

The date of the AGM has been tentatively set for **May 27th, 3.00 pm**. I will be away on a PD activity from May 3 to 24. If there are any groups who will find it difficult, for work reasons, to attend on this date, please let me know as soon as possible. Our constitution requires a date in May.

Do We Need a New Union Structure?

While the UC undertakes a strategic planning process, many on the executive feel the FSA is also due for an overhaul, particularly of election processes, executive structure, and release time. Send in your thoughts.

Spring Fling Ideas

Plans are underway to throw a spring bash, co-sponsored by the Board. Contact Tom Davis with your ideas and offers to volunteer. Would April 30th suit?

Cheryl Dahl

Report from the First Staff V.P. . .

Actually, my report is from two fronts, one has to do with Staff Selection Procedures and the other with Pay Equity. Both areas have required attention for some time now, but we hope a remedy has resolved the on-going problems in both these areas.

Selection Advisory Committee Procedures

As many of you may be aware, a process has been in place for years now that requires certain steps to be followed in order to assure that candidates, especially internal candidates, are treated fairly and equitably in the interview. However, in certain areas this process has been vague and incomplete. The main concern has been that questions asked within the interview have not necessarily been based on the existing job description. The new SAC procedure has been reworked to address this, and as other issues that come up from time to time. In part, these changes are:

1. All advertising criteria and all selection criteria including interview questions must be based on the job description.
2. A final short list of up to four possible candidates will be drawn up by the SAC and is the only list that can be used if the

successful candidate declines the job offer.

These new procedures will require posted criteria to be more accurately spelled out thus giving staff at UCFV a clearer idea as to the duties of the job and whether or not they can qualify.

The major change is that all job postings and criteria must be based directly on the job description and not on arbitrariness or discrimination.

Pay Equity

"... the commitment to women's equity and the elimination of systematic factors which contribute to women's economic inequality is a priority of the Provincial Government"

-- from a letter to Dr. Jones.
from Shell Harvey, Assistant Deputy
Minister, Universities, College and
Institutes Division, Ministry of Advanced
Education, Training and Technology.

Early last year, the BC Government took the initiative to help end discriminatory wage gaps between women and men. There

currently exists a definite trend in the undervaluing of work primarily done by women in non-instructional roles. Currently at UCFV, the lower paid clerical staff is 94.7% female and 5.3% male. The census figures are 80.4% and 19.6%.

UCFV received approximately \$80,000 in order to attempt to resolve an issue that has been around for an unconscionable length of time.

Pam Mercer and I have been meeting with Barry Bompas and Norah Andrew in order to try to come to some semblance of equitability in addressing the issue of gender discrimination. We had clear rules in some areas, such as:

1. the settlement had to benefit primarily females in the lower pay groups,
2. no more than 20% of the money could be used to do job evaluation studies,
3. the employer and union must both support the initiative.

Pam and I looked at ways of spending the 20% for a study to look at altering our evaluation process in order to have it more equitable in some positions on the lower end of the payscale. We found none that could be done with the available funds or in such a short amount of time. A study on gender equity is necessary and some colleges (and university colleges) are quite involved in this issue; however, this takes time.

Another solution would be to divide up the \$80,000 among those in the lower groups. We looked at Groups 2-5 and after dividing up the amount equally, this plan would give each employee in that category about 3.5%

increase retroactive to April 1992. We finally decided on this as a (possibly) least unfair process we could use. What it will give you will be a new payscale as shown below. We have agreed on this with the following provisos.

1. The funds will be applied directly to the payscale, and this new grid will be part of the base budget.
2. All increases are retroactive to April '92 and will be the new rate of pay (not just a lump sum).
3. Any movement from Group 5 to Group 6 and beyond will not be to the "rate of pay immediately higher" but, in the spirit of the increase, will go up two steps. In other words, the movement between Group 5 and 6 (or beyond) will allow for a slightly greater increase than is currently available.
4. If there is no agreement on the above, we will have to address the entire issue once again.
5. In order to maintain the existing symmetry on the scale, groups 2 through 5 will be shifted upwards by one **complete** step in order to bring the scale back into balance. The details of this are still in the process of being resolved and must be carefully considered.

So there it is. We hope the government is interested in addressing this issue and not simply wishing to 'buy out' an important group of employees. We now are waiting to hear from the Ministry for their commitment to equity and to our proposal.

Richard Heyman

20-Jan-93 DATE

UNIVERSITY COLLEGE OF THE FRASER VALLEY STAFF SALARY SCALE APRIL 1, 1992 - MARCH 31, 1993
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PAY GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POINTS
2 MONTHLY	1827.00	1905.00	1985.00	2072.00	2164.00	2260.00	-> 392
HOURLY	12.02	12.53	13.06	13.63	14.24	14.87	
YEARLY	21924.00	22860.00	23820.00	24864.00	25968.00	27120.00	
TYPE C (M)	2009.70	2095.50	2183.50	2279.20	2380.40	2486.00	
3 MONTHLY	1905.00	1985.00	2072.00	2164.00	2260.00	2360.00	393-450
HOURLY	12.53	13.06	13.63	14.24	14.87	15.53	
YEARLY	22860.00	23820.00	24864.00	25968.00	27120.00	28320.00	
TYPE C (M)	2095.50	2183.50	2279.20	2380.40	2486.00	2596.00	
4 MONTHLY	1985.00	2072.00	2164.00	2260.00	2360.00	2462.00	451-508
HOURLY	13.06	13.63	14.24	14.87	15.53	16.20	
YEARLY	23820.00	24864.00	25968.00	27120.00	28320.00	29544.00	
TYPE C (M)	2183.50	2279.20	2380.40	2486.00	2596.00	2708.20	
5 MONTHLY	2164.00	2260.00	2360.00	2462.00	2575.00	2685.00	509-566
HOURLY	14.24	14.87	15.53	16.20	16.94	17.66	
YEARLY	25968.00	27120.00	28320.00	29544.00	30900.00	32220.00	
TYPE C (M)	2380.40	2486.00	2596.00	2708.20	2832.50	2953.50	
6 MONTHLY	2280.00	2379.00	2488.00	2594.00	2710.00	2834.00	567-624
HOURLY	15.00	15.65	16.37	17.07	17.83	18.64	
YEARLY	27360.00	28548.00	29856.00	31128.00	32520.00	34008.00	
TYPE C (M)	2508.00	2616.90	2736.80	2853.40	2981.00	3117.40	
7 MONTHLY	2488.00	2594.00	2710.00	2834.00	2959.00	3094.00	625-682
HOURLY	16.37	17.07	17.83	18.64	19.47	20.36	
YEARLY	29856.00	31128.00	32520.00	34008.00	35508.00	37128.00	
TYPE C (M)	2736.80	2853.40	2981.00	3117.40	3254.90	3403.40	
8 MONTHLY	2710.00	2834.00	2959.00	3094.00	3231.00	3377.00	683-740
HOURLY	17.83	18.64	19.47	20.36	21.26	22.22	
YEARLY	32520.00	34008.00	35508.00	37128.00	38772.00	40524.00	
TYPE C (M)	2981.00	3117.40	3254.90	3403.40	3554.10	3714.70	
9 MONTHLY	2959.00	3094.00	3231.00	3377.00	3536.00	3714.00	741-798
HOURLY	19.47	20.36	21.26	22.22	23.26	24.43	
YEARLY	35508.00	37128.00	38772.00	40524.00	42432.00	44568.00	
TYPE C (M)	3254.90	3403.40	3554.10	3714.70	3889.60	4085.40	
10 MONTHLY	3231.00	3377.00	3536.00	3714.00	3888.00	4083.00	799-856
HOURLY	21.26	22.22	23.26	24.43	25.58	26.86	
YEARLY	38772.00	40524.00	42432.00	44568.00	46656.00	48996.00	
TYPE C (M)	3554.10	3714.70	3889.60	4085.40	4276.80	4491.30	
11 MONTHLY	3536.00	3714.00	3888.00	4083.00	4275.00	4489.00	857 ->
HOURLY	23.26	24.43	25.58	26.86	28.13	29.53	
YEARLY	42432.00	44568.00	46656.00	48996.00	51300.00	53868.00	
TYPE C (M)	3889.60	4085.40	4276.80	4491.30	4702.50	4937.90	

Report from the Second Staff V.P. . .

Two good things have happened this past week. The FSA Executive unanimously agreed to my motion for a joint committee to be struck to find a better way to get staff job evaluations to the Joint Classification Audit Committee (JCAC) for reviewing and rating.

This is the way it is - Article 19.9:

1. Staff person approaches supervisor and asks for a Review of Job Duties. (Problem: doing this feels like asking for a raise)
2. Supervisor says, "Well, okay, you write it up and I'll look at it." (Problem: not everyone knows how to do this properly)
3. Staff person and supervisor eventually agree to new job description.
4. Job description is sent to Dean for approval. (Problem: Dean is getting very busy)
5. Dean is convinced you exist, and sends job description to Personnel.
6. Personnel sends job description to JCAC.

This is the way I'd like to see it happen:

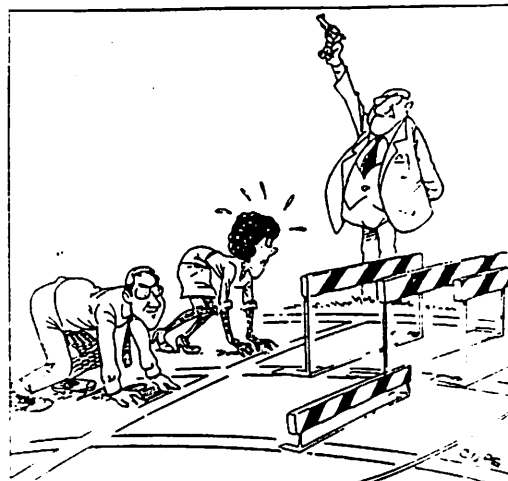
1. Staff person opens envelope from Personnel and finds memo saying it is time for a Review of Job Duties.
2. Personnel helps staff person write new job description.
3. Personnel takes new job description to supervisor for input and approval.
4. New job description sent to JCAC, and then to Dean for signature.

Second good thing... Using my powerful position as 2nd Staff VP, I asked Barry Bompas and Norah Andrew to support a professional development day to learn more

about the advances being made in the area of Pay Equity, and they did. I asked the FSA executive to set aside \$1500--if needed--to support Pay Equity Day, and they did. And then I asked Joint Professional Development Committee (JPDC) to fund up to \$1500 for the presenter's fee, and they did! There is now going to be a college-wide Pay Equity Day in May. I'll keep you informed.

Finally, coming soon: "The Christmas Club". A touching tale of a group of disillusioned misfits drawn together by a common purpose--to rediscover the spirit of Christmas and celebrate it with a big party. Starring Wendy Watson as the zany, yet glamorous self-proclaimed President, Pam Mercer as the somewhat sarcastic but unstoppable secretary, along with a great supporting cast. Moira Gutteridge plays an intensely philosophical, marginalized Club member, accompanied by Sue Swayze (yes, that's right, Patrick's sister), and Gail Cutforth, affectionately known as "Cutloose" to Club members; and unforgettable as the Club's cute and crazy token guy, Richard Heyman. Watch for them checking out bands in a nightclub near you.

Pam Mercer



Report on SACs . . .

Who Sits on a Faculty SAC?

All SACs (Selection Advisory Committees)--faculty and staff--are considered joint labour-management committees in the Collective Agreement. As a result, there are some rules about who can sit on them.

For all faculty hirings, whether for sessional or C or B contracts, a SAC is required. For sessional hirings, the *Standing SAC* is used; for type C or B, the *Regular SAC* is used. For each SAC, the FSA and management each select an equal number of representatives. The FSA picks its representatives by election unless time is very short. Management generally appoints its representatives. *Standing SAC* FSA representatives are elected to serve a year, and must participate in all sessional hirings.

Department heads should not be hiring Sessionals without a Standing SAC.

Someone hired outside the regular SAC process, for whatever reason, cannot become a regular part timer--and cannot have internal candidate status in subsequent hirings, regardless of how well she or he has done. This is very unjust, so be careful to follow the procedures available from Personnel.

Regular SACs hire type C and B faculty. FSA representatives to these are also elected

after each job is posted. Management appoints its representatives. The procedure for interviewing, and for filing the required documents, is available from Personnel.

Because these are joint committees, and Type C faculty cannot sit on joint committees without the formal approval of both the FSA and management, Type C faculty who want to sit on a Standing or Regular SAC should seek the approval of both groups before standing for election. Sessional faculty are *not* eligible for joint committees.

Often, positions are posted at the last minute, and the FSA is put in the position of having to run a quick election. Much of Fenella's work consists of arranging elections for new posts. We are reluctant to appoint people, unless a real emergency exists, because it prevents people from hearing about and having a say in new hirings. By "real emergency", I mean a last-minute job created by illness or secondment. If your department is posting a new position, do it as soon as possible, so we can run an election. We won't forgo the election process without a very good reason.

Cheryl Dahl

From the Faculty Grievance Chair . . .

It has come to my attention that the administration of evaluations has become increasingly inconsistent between different

parts of the college. The examples of anomalies in and major distortions of this college policy are mounting. The guarantee

of confidentiality offered to students where their individual (raw data) questionnaires are concerned is frequently meaningless. Possibly, student "feedback" is instructive no matter the violation of the rules, but evaluation results arising from significantly flawed processes cannot be used to discipline employees, the extreme step being non-renewal and termination. The current policy is included in this issue. Let me know if you have any questions or concerns. Some of you should have, by all accounts.

In the run-up to Christmas, I handled two Type C and three minor lay-off grievances. These were resolved to the satisfaction of the employees involved and of the FSA. Keep in mind the rule concerning lay-offs in '92-'93: if you have two years seniority, your work in '92-'93 must be maintained at the level obtained in '91-'92. Note that the reduction of your work--not only the elimination of your work--constitutes lay-off.

In late November, I attended the Labour Studies (Capilano) workshop on the new labour codes. With the exception of the ban on replacement workers and a couple other clauses, the code still does not re-establish the status quo before Social Credit returned to power in 1975. Most of the legislative changes would have no impact; some would.

- There is a new arbitration bureau at the Labour Relations Board, presumably to expedite this incredibly cumbersome

process that has given employers an unfair advantage. In most cases, there is no reason why an arbitration could not rule on a dispute within two or three days. The average duration of an arbitration is now 11 *months*; and when employers lose, they then appeal to the courts, which the grievance-arbitration process was supposed to replace as they have far more resources than unions. There is no equivalent economic discipline not to appeal, as college and school boards are simply expending public funds in unlimited amounts.

- During strikes and lockouts, there may now be no "replacements" (the current euphemism) workers.
- Our consultation clauses in the Collective Agreement are reinforced by legislation, as is our "evergreen" clause which keeps the current Collective Agreement in force after its expiry.

Also in late November I represented, along with the FSA delegation to a C-IEA conference, our opposition to centralized bargaining. Personally, I have few problems with centralized bargaining, provided there is room for negotiations of local issues. In any event, your position was represented forcefully. As you may know, the Korbins Commission and its notion of centralized bargaining are simply government's stalking horse for cost control, "restraint". In my view, the only way we can be compelled to negotiate with a distant employer group is by amendments to statute.

Bob Smith

Agreements Report . . .

We are now nearing completion of year one of our two-year collective agreement. We

negotiated a second-year salary increase based on the average salary of the sixteen colleges.

First, an adjustment to our salary scale is to be made to bring our salary level to the average salary in effect March 31, 1993, and then the scale will be increased for 1993-1994 to reflect the average of 1993-1994 salary levels as in effect by March 31, 1994. A minimum interim lift was agreed to be effective April 1, 1993, reflecting the first adjustment.

On the basis of the settlements coming in (C-IEA's coordinated bargaining council have yet to reach an agreement for the 92-93 salaries for several colleges), it is beginning to look a lot like \$60,000 at top of faculty scale for the 1992-1993 average. (That would mean an adjustment to our 1992-1993 base of about 3.85%.) Our salary increase for 1993-1994 will be finally determined by the average for the colleges in that year.

Since several of the colleges still have to settle the '92-'93 salary (and we anticipated that at the time our deal was struck), we agreed to a minimum interim lift of 2%.

Barry Bompas has indicated that management is working toward an interim lift of 4.5% reflecting both the increase in our salary base for '92-'93 (the expected 3.85%) and recognizing a bit of lift for '93-'94 as 0.65%. Once the '93-'94 college settlement numbers come in, a final retroactive payment will be made. By the time our agreement expires, we will finally be paid the average of the college salaries in effect for 93-94.

While faculty top step is the reference point for our percentage lift, the increase will apply across the board and, of course, to the staff schedule.

BARGAINING ENVIRONMENT FACULTY SALARIES

College Top Step End Rates as of:	MARCH 30, 1993	SETTLED FOR APRIL 1, 1993
UCFV	57,594	
DOUGLAS	61,200	61,812
KWANTLEN	62,836	
CAPILAN	60,056	
LANGARA	60,000	
BCIT	60,852*	
CAMOSUN	60,743*	
MALASPINA	58,658*	
OKANAGAN	58,940*	
CARIBOO	55,981	
CNC	57,472*	
EKCC	60,118	
SELKIRK	58,925	60,003

* 1991-1992 Rate: Bargaining Units in Negotiations

Source: Donna Abram, C-IEA

We're Never on the List: a song of the marginalized faculty

A version of this poem without its final verse appeared in Headlines after it was read at the Equity Day workshop on marginalization. This is the complete poem.

*Where's the copier? and payroll?
and can I sign for this?
And when do I get paid?
Oh ... I should know that, you say?
It was covered in orientation, you say?
But I'm just a sessional - and when it came to
orientation,
I wasn't on the list ...
(We're never on the list)*

*We're raising kids and running homes
and getting old, like you
But do we get the medical, or dental,
or pension benefits we're due?
We're not on the list
(We're never on the list)*

*Summertime - we're choosing texts, making
notes
and doing prep all day
But when it comes to getting paid
for August, June or May -
No, we're not on that list
(We're never on the list)*

*We're planning spring and budgeting
and wondering what we'll do
But will we learn what's up for us
just days before class is due?
We weren't on the list
(We're never on the list)*

*We'd gladly come to meetings
and pull our weight like you
But when it comes to notices
and messages and clues
You left us off the list
(We're never on the list)*

*We'd like to be responsible
and not use styrofoam
But when the fancy coffee mugs
were sent to everyone -
we weren't on the list
(We're never on the list)*

*Parking spots! At last! At last!
No cruising round when class is on,
no long walks through the dew
But when it came to getting tags
and spaces just like you,
We had to beg to join the list
(We're never on the list)*

*Just wait, they say; be patient,
be collegial, pay your dues;
in time there'll be the B contract
and real life for you ...
How many years to reach that list?
(We're never on the list)*

(Poem created by Moira Gutteridge, with help from members of the Non-Regular Employees Committee)

Part-time TABs . . .

Two speakers at the January 29 PD Day warned us that we are all just TABs--Temporarily Able Bodied. We could all, at any time, have a disabling accident. Better hope that if such an accident happens to you, you're not a part-timer. Under the present contract, you would not be entitled to any long-term disability benefits [Article 27]. This is like most contracts, in or out of the college system, so if you're working part-time for two or more employers, chances are you're not covered at all. Hands up all of you who've got your own insurance to cover this situation?

The needs of part-timers and other non-regulars just don't fit neatly into most benefit systems. You are entitled to bereavement leave, for instance--but only 1 day per year, compared to 5 for a full-time regular employee. [Article 25.7] Why only 1 day, even if you work half-time or more? Do part-timers have fewer relatives who die?

Here are the benefits you *do* get:

- paid leave for court appearances or jury duty (Article 25.2);
- maternity leave up to 6 months (Article 25.3; full-time regular get 1 year);
- pro-rated short-term disability (Article 26.4);
- 1 day per year for bereavement, adoption, paternity leave, family emergency, or household emergency (Article 25.7; full-time regulars get 5 days);

- pensions (Article 28.5);
- up to 15 days professional development (Article 24.3a).

You do *not* get:

- life insurance, medical and dental (Article 28.2, 28.3 and 28.4; you get a percentage of pay in lieu: good luck arranging dental insurance if you're not part of another large group);
- long-term disability (Article 27; choose your accidents carefully!);
- educational leave (Article 24.3b; no help for upgrading your qualifications to help you get a full-time job);
- general leave (Article 25.5);
- political leave (Article 25.6; no campaigning for political office to change the system!).

This picture has certainly improved in the last 5 years. Is it good enough? Is it realistic or equitable to expect part-timers to have spare time (and cash from other sources) to arrange their own insurance? Can they do their child-rearing, educational upgrading, dealing with emergencies, and grieving on their own time? Anyone having to pull together a full-time income from several part-time sources probably has less time, thanks to extra commuting and scheduling problems. If you have comments on this, please contact the Non-Regular Employees Committee at local 4320.

Moira Gutteridge

Pension Watch . . .

There have been significant changes in our pension plan as the result of Order In Council amendments to the B.C. Pension (College) Act, effective January 1, 1993. Two changes are especially worthy of note.

First, effective January 1, 1993, part-time staff--hitherto ineligible--are now eligible to join the pension plan under certain conditions. I understand that staff members who have worked regularly over the past two years and earned a minimum of approximately \$12,000 per annum in each year, are now eligible to join. Staff should direct inquiries regarding this new eligibility to the Personnel department. Barry Bompas advises me that he will be sending a memo outlining the details, probably before this *Newsletter* reaches you.

The second change is important for all those faculty and staff who, in the past for one reason or another, have declined participation in the pension plan. In the past the employer contribution (roughly equal to the employee contribution) was unavailable to the employee until the plan was vested (10 years). Effective January 1, 1993, the employer's share is immediately available to the employee, in the form of a locked-in RRSP.

This dramatically changes the economics for those who have in the past opted out. Again, consult with the Personnel Department.

Other news reported by the C-IEA pension advisory committee: C-IEA has recommended that up to 20% of the pension funds be directed into high class real estate (so-called) "Class A" which is, I gather, swank office and industrial properties. This, I am told by people in the pension trade, is a highly aggressive management strategy (read: 'risky': pension plans have a usual maximum of 10% put into this form of investment). I am told by Jack Bradshaw, C-IEA pension representative (UCC), that this strategy came out of the last AGM, against the consultant's recommendation that the pension fund showed limit investment in real estate to 10%. I am given to understand that this plan, while approved by C-IEA, has not yet been implemented.

It is also worth noting that the college pension plan currently has an "unfunded liability" of \$46 million. I am told that this is not unusual for public sector pension plans. and Donna Abram, our C-IEA business representative, has instructed me that there is no cause for concern. (Nous verrons ...)

Ian McAskill

Professional Development Seminar . . .

Roseanne Moran, Staff Representative with C-IEA, has sent to the FSA a number of pamphlets describing the upcoming C-IEA Professional Development Seminar on March 6, 1993. This year's seminar deals with issues around educational technology. Pamphlets have been distributed to the Faculty Receptionists in Chilliwack, Mission, Hope and Abbotsford for any interested person to look at.

C-IEA prefers that registrations be faxed or sent through to them via the FSA office. If anyone is interested in registering for this seminar, please contact Fenella in the FSA Office, Abbotsford (Local 4530).

The Deficit

Made Me Do It!"

The Myths about Government Debt

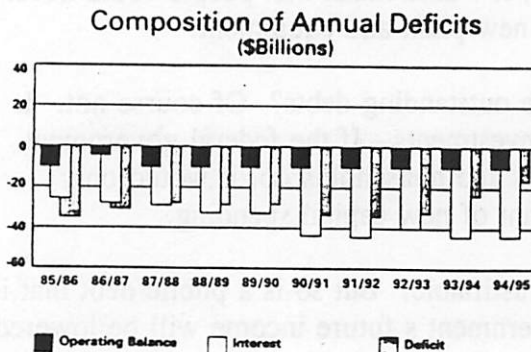
Some zingers from "The Deficit Made Me Do It", by Harold Chorney (Associate Professor of Political Economy and Public Policy, Concordia University), John Hotson (Professor of Economics, University of Waterloo), Mario Seccareccia (Associate Professor of Economics, University of Ottawa), published by the Canadian Centre for Policy Alternatives.

The Big Lie

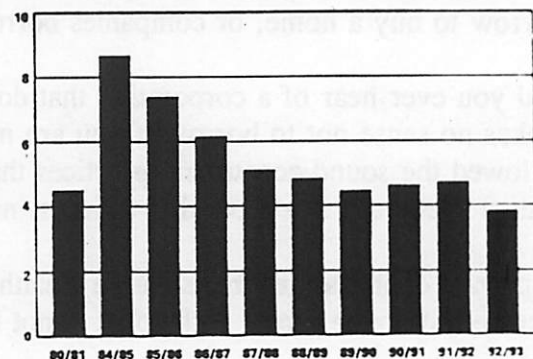
- When World War II ended, Canada's national debt relative to national income was twice as high as it is today.
- If the federal government had been paying interest at the levels that prevailed prior to the 1980s, it would now be running an operating surplus of about \$13 billion.

The Myth of Government "Overspending"

- The increase of private credit has been far greater than the increase of public debt. The combined debts of about \$1,600 billion owed by households, corporations and financial institutions are nearly triple the debts owed by all levels of government.
- Measured against either personal income in the case of the provinces, or the Gross Domestic Product in the case of the federal government, the accumulated public debt is nowhere near the levels it reached during the 1930s or in the immediate post-war period. The current ratio of accumulated federal debt to the GDP, for example, is 61%, which is just a little over half the ratio of 110% reached during World War II.



Deficit as % of Gross Domestic Product



Exorbitant Interest Rates

- During the 1930s, the long-term real interest rate averaged 5.6%, and during the 1980s and early 1990s they've averaged 5.3%. In contrast, the real rate of interest during the 1940s was only 1.8%, during the 1950s 1.2%, and during the 1960s 3.2%.
When the federal government has to pay interest on its debt of more than 6% in real terms, as compared with the historic level of 1.4%, its costs are tremendously inflated...a reduction to the traditional rate of 1.4% would save the federal government \$6 billion in debt charges in the first year, and \$10 billion by the third year.
- **The bankers have gained much from the nonsensical notion that, while giving workers a raise in pay is inflationary, giving money-lenders a raise in interest rates is not.** Many economists rail against "wage push", and it's true that wages have risen by 2,700% over the past 50 years. **But in the same period government tax revenue went up by 3,400%, and net interest by 26,000%!**

Public Debt, Private Debt: The Difference

One of the most enduring deficit myths is that there is no difference between private debt and public debt, of the "burdens" they impose. In fact, the two forms of indebtedness are entirely different. In the case of an individual or a company, for example, the debt is wed to outsiders and therefore can legitimately be considered a burden, since it must be repaid out of future income. Default can lead to bankruptcy.

In the case of Canada as a country, on the other hand, most of the debt incurred is not owed to outsiders, but to its own citizens and financial institutions, who consider the government's debt an asset.

The other often-overlooked aspect of government debt is that its "burden" is largely offset by the government's own assets. Debts secured by assets are investments in the future wealth of the economy. Our network of highways, transit systems, hospitals, ports, airports, power plants, universities, schools, public buildings, Crown lands and natural resources all represent enormous wealth-producing assets.

If households or corporations kept their accounts like that, it would mean that people could never borrow to buy a home, or companies borrow to invest in new plant and equipment.

Did you ever hear of a corporation that doesn't have large outstanding debts? Of course not. It makes no sense not to borrow if you are making capital investments. If the federal government followed the sound accounting practices that business firms and households do, it would only deduct each year's depreciation charges, not the full amount of new capital spending.

A private debt that generates future wealth is considered justifiable. But so is a public debt that is incurred to create jobs. If the debt is not incurred, a government's future income will be lowered

by the extent to which it is necessary to meet the needs of those left jobless by the lack of social capital investments.

Every road, school, hospital or airport that is neglected today simply guarantees a more expensive burden for the future.

Critics of the deficit often bemoan the "legacy of public debt" that we are bequeathing to future generations. Those future generations, however, will be much worse off if, instead of a deficit, we leave them a country plagued by ill-health, poverty, joblessness, decrepit schools, and a crumbling infrastructure. A balanced budget will not be viewed as an adequate substitute for social and economic security.

How Big Is The Deficit, Really?

If adjustments were all made [for] inflation and the amount of debt held by the Bank of Canada and other federal government bodies (\$23 billion), as well as the debt held by provincial governments and municipalities (\$22 billion), the real deficit would be down from \$31 billion to less than \$10 billion.

"Restoring Confidence"

In our mixed capitalist economy, the public sector employs up to 25% of the work force. Government restraint that leads to job losses in schools, hospitals, municipalities, and other public institutions are rapidly spread through the whole economy, causing a multiplier-effect loss of private sector jobs.

Moreover, because of the interdependence of the public and private sectors in Canada, cuts in one inevitably spill over into the other, both through direct job loss and reduced spending. Attempts to revive the private sector by savaging the public sector are equivalent to the medieval practice of bleeding to "cure" the patient.

Income support programs such as pensions, unemployment insurance, and social assistance are essential to sustain a strong demand for private sector goods and services.

The deficit in public spending_the failure to invest in social capital_will in the long run be much more serious and impose a much greater burden on our children and grandchildren than will the federal deficit that politicians and executives so shrilly denounce. Indeed, it will not only degrade the quality of life for millions of Canadians, but it will have a crippling effect on Canada's productivity and competitiveness.

Productivity depends on growth in capital per worker. But three kinds of capital are needed to ensure that workers are productive: private capital, such as factories and machines; human capital, such as education and training; and public capital, such as roads, airports, schools, and other parts of the infrastructure.

Human and public capital are surely just as important as private capital. In fact, in a global economy, where private capital transcends national boundaries, there are only two competitive advantages any country can give itself--a **highly skilled work force, and an efficient public infrastructure.**

Fact: Our Public Spending Is Too Low

By international standards, our public spending is quite modest--and our spending on social programs disgracefully inadequate. According to the latest available data, Canada's social spending accounted for 21.5% of GDP. This compares with a 25.6% average for the major industrialized nations, and with a 30% average among the countries of the European Community.

How To Lower the Deficit

The deficit and the level of public indebtedness is a problem caused mainly by unjustifiably high interest rates.

Compare the effects of borrowing \$1 million at 2% and borrowing the same amount at 10%. At 2% it would take 36 years of compound interest for the \$1 million to double to \$2 million. But at 10% interest, the same loan would generate a \$1 million return in just seven years! And in 36 years it would double and redouble five times to \$32 million!

The folly of the federal government's current high-interest rate policy may be grasped by calculating what the deficit would be like today if interest rates had been held to just a few points above the Cost of Living Index, which was at its historic level before the Bank of Canada launched its "holy war" against inflation. This year's deficit would not only be completely eliminated, but the government would actually have a \$13 billion surplus!

Late breaking FSA Biographies . . .

Jean Ballard-Kent, (Status of Women Representative to C-IEA and Co-chair of C-IEA Status of Women Committee).

Born in England, and raised in White Rock, B.C., Jean acquired her B.A. and M.A. (Sociology) at University of Calgary. After teaching at the University of Calgary 1982-83, she went to Arctic College, N.W.T. until 1986, and returned to B.C. in 1986 to teach at Kwantlen and FVC '86-'90 before being hired full-time at UCFV. Jean is involved in the Equity Committee, the Learning Environment Committee, and probably others that she cannot remember! Her daughter plans to attend UCFV September '93 (look out UCFV!). Who has time for family and other interests?

B.C. Labour Federation News . . .

Mazankowski Mini-budget Mangles Workers

With unemployment officially hovering close to 12 percent nationally, few suspected that Mulroney's Minister of Finance, Don Mazankowski, would attach the Unemployment Insurance scheme. But that is precisely what he did in December when he announced his mini-budget.

It appears as if the Tories are intent upon making the unemployed pay for their fiscal mismanagement. Maximum Unemployment benefits will be reduced from 60% of earnings to 57% of earnings, a move that is expected to take one billion out of the pockets of unemployed workers.

Adding insult to injury, workers who are fired or quit without cause will not be eligible to collect UI benefits. Workers in non-union workplaces, who are forced to quit due to, for example, sexual harassment on-the-job, will also lose UI benefits.

At the same time, the Tory government has given a handout to their friends in business. Small business will receive a UI premium holiday for newly-hired employees in 1993! The estimated cost of the UI premium holiday to employers is \$495 million.

The UI benefit cuts represent 34% of the total expenditure reductions in 1992-3. The cost of UI benefit cutbacks to workers in 1993-94 will rise to \$1.733 billion and will represent 41% of total reductions in government expenditures.

Canadians need to be reminded that the deficits and accumulated debt (estimated to be

around \$500 billion) are primarily the result of lowering tax rates to corporations and higher than usual interest rates set by the Bank of Canada. Statistics Canada published a study in 1992 which showed that 75% of the accumulated debt was the result of these two Tory actions.

The full impact of Tory cutbacks will be greater than is first apparent. In B.C. alone, over \$1.6 billion of our provincial debt is attributable to Tory off-loading through social program reductions in transfer payments. Furthermore, UI cutbacks will result in more people being forced onto welfare rolls in B.C.

After nine years of fiscal incompetence, the Tories are forcing working people in Canada to pay the price with higher unemployment, higher debts and deficits, lower benefits and social program cutbacks.

Whether it is Brian Mulroney or Kim Campbell leading the Tories into the next election, the labour movement must work toward a defeat of the Progressive Conservatives and an NDP victory.

Federation and Affiliates Sponsor study on Workplace Violence

A study on workplace violence has been launched through a joint effort by the B.C. Federation of Labour and Simon Fraser University. The study will be conducted by

Neil Boyd, a Professor of Criminology at SFU. The study is being funded by CUPE, BCGEU, Local 40 and the Ministry of Women's Equality. A report is expected in

time for the public hearings being conducted by the Governors of the Workers' Compensation Board looking into violence in the workplace.

Labour Studies Programme

The Capilano College Labour Studies Programme offers many courses on labour and labour relations for the Spring. Length of courses range from one day to several weeks. The FSA sponsors members taking courses.

Topics include:

- Collective Bargaining
- Writing Contract Language
- Advocacy Techniques for Stewards
- Grievance Handling
- Labour Relations Codes
- Arbitration
- Sexual Harassment and Human Rights Law
- Occupational Health and Safety
- Unemployment Insurance
- Workers' Compensation
- Office Environment and the Prevention of Repetitive Strain Injuries
- Team Concepts and Work Re-Organization
- Parliamentary Procedures
- Assertiveness Training
- History of Working Culture
- Electronic Communication for Unions
- Media Skills
- Organizing Skills for Public Awareness Campaigns and Lobbying

Details and procedures for applying for support are available in the FSA office.

Labour History Conference

One Hundred Years of Progressive Unionism; The 25th Annual Conference of the Pacific Northwest Labour History Association, will be held at UBC, June 4-6, 1993, in cooperation with Vancouver and District Labour Council and the Labour Studies Program of Capilano College.

Conference organizers are calling for proposals for presentations, papers, panel discussions, etc. that highlight working class and labour history themes in British Columbia, Oregon and Washington. Details are available from the FSA Office.

FSA Executive 1992/93

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Agreements Chair	Ian McAskill	4299
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C-IEA REPS

Status of Women	Jean Ballard-Kent	4363
Human Rights	Jacalyn Snodgrass	4308
Non-Regular Faculty	Moirra Gutteridge	4308